

A monthly publication of the  
 U.S. Coast Guard  
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# CIVIL RIGHTS ON DECK



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Volume 10, Issue 1

January 2015

## African American History Month in February!

## AFRICAN AMERICAN HISTORY MONTH

February is National African American History Month. This is a time to pay tribute to the generation of African Americans who struggled with adversity to achieve full citizenship in American society. Employee participation supports the Coast Guard's goal of fostering an inclusive environment for all. Members are also encouraged to participate in observances within your local communities. For more information see [www.africanamericanhistorymonth.gov](http://www.africanamericanhistorymonth.gov) and contact your [Civil Rights Service Provider](#) today!

## CIVIL RIGHTS DIRECTORATE

- Ms. Terri Dickerson, Director
- Ms. Francine Blyther, Office of Civil Rights Operations
- CAPT Joel Rebolz, Office of Civil Rights Policy, Planning, and Resources
- Ms. Dayra Harbison, Chief, Compliance & Procedures Division
- Ms. Barbara Stewart, Chief, Solutions and Complaints Division
- CDR Kirby Sniffen, Chief, Planning and Resource Management Division
- CDR Albert Antaran, Executive Assistant
- LT Caleb James, Acting Communications Officer

## "Not in My Coast Guard": Positive Command Climate Combats Sexual Assault

Vice Admiral Peter Neffenger, Vice Commandant, encouraged attendees to adopt "Not in My Coast Guard" as their personal mantra in the fight to eradicate sexual assault when he introduced Dr. Alan Berkowitz to a Headquarters audience for a presentation on sexual assault prevention. Dr. Berkowitz, a sexual assault prevention expert, encouraged not just leaders, but all members, to be visible and vocal in their support of an



inclusive work environment. He explained that commands which tolerate sexual harassment and



other discrimination are unlikely to be successful in eliminating sexual assault. The presentation was sponsored by the [Sexual Assault Prevention and Response Program](#) and was recorded for future service-wide viewing. Submitted by CAPT Joel Rebolz

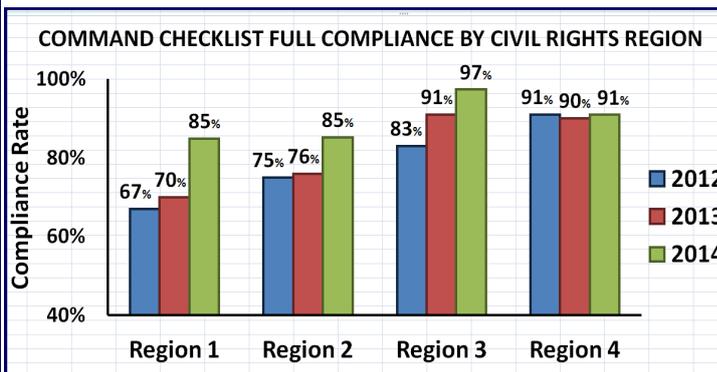
## Sexual Orientation and Gender Identity Are Protected

[Title VII of the Civil Rights Act of 1964](#) protects lesbian, gay and bisexual individuals from hostile work environments. These were highlighted in a recent Equal Employment Opportunity Commission (EEOC) decision. A U.S. Postal Service (USPS) employee alleged that he experienced a hostile work environment when coworkers made derogatory comments related to his sexual orientation. The USPS decided that the comments were not severe or pervasive enough to create a hostile work environment. The employee appealed the decision, and the EEOC found his claim of sex discrimination had validity because the employee did not conform to gender stereotypes of masculinity. Combined with USPS's inaction, the EEOC concluded that USPS fostered a hostile work environment for this employee. *Complainant v. U.S. Postal Service*, 0120132452, 114 LRP 52253 (EEOC OFO 11/18/14). Submitted by Mr. Johnny McAfee



## Coast Guard Continues to Increase Equal Opportunity Compliance

The Civil Rights Directorate Command Checklist is an agency self-assessment tool that assists Commanding Officers and Officers in Charge with ensuring their units are following guidance intended to promote inclusive work environments and prevent discrimination. Units with more than 50 personnel are required to complete the checklist each year. The Civil Rights Directorate uses checklist results to measure unit compliance with Equal Employment Opportunity requirements.



Because compliance rates are high, one measure the Civil Rights Directorate tracks is the *full compliance rate* - the percentage of units with no regulatory discrepancies. The Coast Guard-wide *full compliance rate* for FY14 is 90%. For more information on this topic see [www.uscg.mil/civilrights/FAQs](http://www.uscg.mil/civilrights/FAQs) or contact your [Civil Rights Service Provider](#). Submitted by Ms. Kimberly Ly

## Coast Guard Stands with Students as School Dedicates New Facility



After a two year wait, Ballou High School students dedicated their new school building with some of their biggest supporters — the Coast Guard! Members from Coast Guard Headquarters have formally partnered with Ballou High School since moving to Washington DC's Ward 8 in 2013. The Coast Guard's Partnership In Education (PIE) program is designed to promote excellence in education with local school systems, communities, and businesses and to create awareness of the Coast Guard's mission and people. For more information, or to start a PIE program at your unit, visit [www.uscg.mil/civilrights/OutreachPrograms/PIE.asp](http://www.uscg.mil/civilrights/OutreachPrograms/PIE.asp) or contact [Gwendolyn.E.White@uscg.mil](mailto:Gwendolyn.E.White@uscg.mil).



**Right:** Coast Guard members gather around Ballou High School students at the entrance of the new building. **Top Left:** Washington DC Public School students are greeted by a state-of-the-art facility, complete with a sculpture that reinforces students' pride in purpose. **Bottom Left:** Hundreds of community leaders and partners packed the school's new auditorium for the dedication ceremony.



## Coast Guard Leaders Champion Civil Rights Observances

CRD maintains an active Special Emphasis Program (SEP) that features, but is not limited to, eight special observances throughout the year. The Vice Commandant ensures that special observances have a Coast Guard-wide impact and sets the tone for an inclusive work environment by designating Executive Champions for each special observance. Executive Champions are selected from Flag Officers and Senior Executive Service (SES) members and may be recognized with the [Civil Right Senior Leader Award](#). Another major part of an effective SEP is employee participation at special observances hosted by local units. Special observances are an ideal way to learn about other cultures, shipmates, and colleagues. Personnel wishing to learn more about hosting or participating in a Special Emphasis Observance at a unit, contact a [Civil Rights Service Provider](#) today! Submitted by Mr. Juan Torres

**Pictured Below:** (from L to R) Executive Champions Mr. Gary Rasicot - 2015 MLK Day of Service, Mr. Michael Berkow - 2015 National African American History Month; previous Executive Champions RADM Bruce Baffer, Ms. Kelli Seybolt, RDML Joe Vojvodich, Ms. Ashley Lewis.



Every Coast Guard unit is encouraged to start a Partnership In Education (PIE) outreach initiative!

To learn more about establishing your unit's PIE partnership see [ALCOAST 393/14](#).

## Welcome Aboard CRD's Newest Members!



CRD welcomes back Mr. Kevin Ainsworth (**Pictured left**), our newest Equal Employment Manager in Seattle, WA (Region 3, Zone 13). He returns to the Coast Guard from the Navy's Equal Employment Opportunity (EEO) office where he served as a Complaints Manager and Reasonable Accommodation Manager. Mr. Ainsworth spent 28 years on Active Duty with the Coast Guard as a Health Service Technician. Mr. Ainsworth lives in Seattle, WA with his wife Toni and has four grown children.

Welcome Mr. Phillip Mun (**Pictured right**) as the new EEO Manager in Honolulu, HI (Region 3, Zone 14). Mr. Mun



was born and raised in Hawaii. He joins CRD with 23 years of experience in government service and he has enjoyed assignments in Hawaii, Alaska, and New Mexico. Mr. Mun's hobbies include traveling, sampling fine cuisine, and enjoying good music with his life partner Kay Manalo (also **Pictured right**).